



Training Proposal for:
Northern California Construction & Training, Inc.
Agreement Number: ET12-0238

Panel Meeting of: **December 16, 2011**

ETP Regional Office: **Sacramento**

Analyst: J. Daunt

PROJECT PROFILE

Contract
Type: SET/HUA - New Hire
SET/MB - New Hire

Industry
Sector(s): Construction

Counties
Served: Sacramento, San Joaquin,
Butte, Sutter, Stanislaus,
Merced, Madera, Yolo

Repeat
Contractor: ☒ Yes ☐ No

Union(s): ☒ Yes ☐ No
Cement Masons Local 400,
Sacramento-Sierra's Building &
Construction Trades Council,
Northern California Teamsters
Apprentice Training and
Education Trust Fund

Priority
Industry: ☒ Yes ☐ No

Turnover Rate %	Manager/ Supervisor %
≤20%	≤0%

FUNDING DETAIL

Program Costs	Support Costs	Total ETP Funding	In-Kind Contribution
\$249,600	\$0	\$249,600	Inherent

TRAINING PLAN TABLE

Job No.	Job Description (by Contract Type)	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage
				Class / Lab	CBT		
1	SET/HUA-New Hire	Commercial Skills	48	100-260	0	\$5,200	\$11.52
				Weighted Avg: 260			

Minimum Wage by County: ETP minimum hourly new-hire wages are \$12.64 for Sacramento County and \$11.52 for San Joaquin, Butte, Sutter, Stanislaus, Merced, Madera, and Yolo counties.

Health Benefits: ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

Used to meet the Post-Retention Wage?: ☒ Yes ☐ No ☐ Maybe

Employer-paid health, dental, and/or vision benefits of up to \$2.00 per hour may be added to the trainees wage to meet the ETP minimum wage.

Wage Range by Occupation	
Occupation Title	Wage Range
Pre-Apprentice Brick Layer	
Pre-Apprentice Carpet Layer	
Pre-Apprentice Cement Mason	
Pre-Apprentice Carpenter	
Pre-Apprentice Electrician	
Pre-Apprentice Glazier	
Pre-Apprentice Ironworker	
Pre-Apprentice Laborer	
Pre-Apprentice Operating Engineer/Operator	
Pre-Apprentice Painter	
Pre-Apprentice Plasterer	
Pre-Apprentice Plumber	
Pre-Apprentice Roofer	
Pre-Apprentice Sheet Metal Worker	
Pre-Apprentice Tile Setter	
Pre-Apprentice Millmen	

INTRODUCTION

In this proposal, Northern California Construction & Training, Inc. (NCCT) seeks funding for new-hire training as outlined below:

NCCT is a building trades pre-apprenticeship program that helps prepare individuals for entry into a variety of construction trades apprenticeship programs. Founded in 1996, NCCT is a non-profit community-based organization that has been engaged in providing employment training and pre-apprenticeship programs for 15 years in Sacramento, San Joaquin and Yolo Counties. Trainees are at the pre-apprentice level during training.

NCCT is licensed to operate as a general contractor as approved under the Sacramento County Office of Education, Regional Occupational Program (SCOE / ROP).

NCCT, a repeat contractor and is eligible to contract with ETP as a private non-profit training agency (Title 22, California Code of Regulations (CCR), Section 4426). The proposal is for Special Employment Training funds for individuals who might not otherwise meet trainee eligibility requirements. These trainees will have multiple barriers to employment. Barriers may include but are not limited to mental or physical disability, illiteracy, limited English proficiency, limited math skills, or similar impediments.

NCCT is proposing to train 48 individuals for placement with priority employers in the construction industry, where employer demand exists.

PROJECT DETAILS

NCCT will provide a Commercial Skills curriculum that includes a range of skills that has been developed using input from employers and labor unions in the construction industry. The NCCT program is oriented to construction and consists of a total of 800 training hours, of which 520 hours are classroom, funded with SCOE / ROP funds. NCCT is proposing an ETP-funded new hire program, to include 260 of the remaining 280 hours of laboratory training. There will be no overlap with SCOE / ROP funding.

Students will alternate between two weeks in class and one week of laboratory, at NCCT's facility. In the SCOE/ROP-funded class portion, trainees learn reading, math, safety, life skills and related requirements necessary for a career in construction, such as getting to work at an early hour, being drug free and working cooperatively with others. The ETP portion is summarized as follows:

Commercial Skills includes hand and power tool terminology and identification, worksite conditions and requirements, basic masonry, basic carpentry, basic plumbing, basic electrical, basic painting, basic glazing, basic landscaping, basic hazardous material safety, and related skills at pre-apprentice levels. According to NCCT, employers consistently emphasize the need for new hire employees who demonstrate employability skills such as good attendance, teamwork, safety, skill with tools, and rudimentary knowledge of construction materials and methods as well as construction math. At the completion of training, it is planned that trainees will be placed in a Department of Apprenticeship Standards apprenticeship program and begin their retention period with employers in the building trades industry.

Training Format

During the ETP portion of training, trainees build homes according to code and building requirements, from the foundation to the roof, and learn specialties such as plumbing and wall texturing. NCCT officials state that the homes are sold to the public at cost. The homes are sold to low-income or first-time homebuyers.

NCCT is proposing an ETP-funded new hire program in support of the laboratory-jobsite training hours, consisting of commercial skills training. The proposed training meets ETP's definition of laboratory training in a "non-productive environment" because: (1) the training agency is not in the normal business of building construction; and (2) there will be no profit or other monetary gain because the structures are to be sold at cost. ETP-funded trainees shall not use laboratory time to produce goods or provide services for profit.

Curriculum Development

The customized curriculum has been developed using input from employers and unions and is periodically reviewed, according to the representatives. The curriculum accompanying this proposal includes specific, up-dated trade terminology and standard processes for the construction industry, and contains viable workplace simulations which replicate problem-solving situations and general conditions encountered by trades people. From on-site visits, class presentations and interviews, continuous feedback is provided by participating employers, associations and unions.

New Hire Recruitment Plan

Because NCCT has been in business of providing construction training for 15 years, word of mouth is significant, according to the representatives. In addition, NCCT participates monthly in Job Talks with local EDD offices, high schools, colleges, jails, group homes. NCCT also participates in Career Fairs conducted by One-Stop Centers, specifically SETA, EDD, local county offices and districts.

Employer Demand

Marketing and employer recruitment efforts have been achieved through NCCT's historical relationships established with Building Trades Apprenticeship Training Programs in northern California. NCCT has also established referral relationships with multi-employer associations and local unions engaged in the construction industry. NCCT representatives state that interviews with individual employers and apprenticeship representatives indicate an unacceptably high dropout rate among new apprentices, because individuals are ill prepared to meet the challenge of a career in the construction.

NCCT personnel understand that construction is not currently regarded as a growing industry. They are nevertheless affirming confidence that at least 48 trainees, who would otherwise be underserved, will be placed and retained in construction jobs. This is based on two factors: 1) the occupational skills they will gain under the proposed training, and 2) expectation that construction as an industry will begin to show signs of recovery, and therefore of employment opportunity, during the next twelve to eighteen months. The new hire trainees may be placed with participating employers that are either union or non-union.

High Unemployment Area/Wage Modification

The trainees in Sacramento County (Galt, Isleton, North Highlands, Rancho Cordova, and the City of Sacramento) will be employed in High Unemployment Areas (HUAs). These are regions with unemployment exceeding the state average by at least 15%, according to Panel standards. (Title 22, CCR, Section 4429(b).) The determination of HUA status is based on unemployment data from the Labor Market Information Division of EDD.

For these trainees, the Panel may modify the ETP Minimum Wage by up to 25%. NCCT is requesting this wage modification to \$12.00 per hour (5% below the ETP minimum New Hire wage for Sacramento County) after retention, inclusive of health benefits, for Sacramento County only.

RECOMMENDATION

For the reasons set forth above, staff recommends approval of the wage request and this proposal.

PRIOR PROJECTS

The following table summarizes performance by NCCT under ETP Agreements that were completed within the last five years:

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned
ET08-0137 New Hire SET	Sacramento, West Sacramento, Stockton	07/05/07- 07/04/09	\$246,720	\$246,720 (100%)
ET05-0318 New Hire SET	Sacramento, West Sacramento, Stockton	05/10/05- 05/09/07	\$214,464	\$173,047 (81%)

This will be the fourth ETP project with NCCT.

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

N/A

Exhibit B: Menu Curriculum**Class/Lab Hours**

100 - 260

Trainees will receive any of the following:

COMMERCIAL SKILLS

1. Hand Tool Terminology
Hand Tool Identification
Hand Tool Review
2. Power Tool Terminology Worksheets
Power Tool Identification
Power Tool Review
3. Masonry Terminology Worksheets
Basic Masonry
Hands on Masonry Instruction
Masonry Review
4. Building Construction Terminology Worksheets
Building Materials
Building Materials Review
5. Building Layout
Building Layout Review
6. Basic Carpentry
Basic Carpentry Review
7. Electrical and Mechanical Terminology Worksheets
Basic Electrical
Electrical Review
8. Basic Plumbing
Plumbing Handout
9. Basic HVAC
HVAC Review
10. Welding Workshop
11. Painting Trades Terminology Worksheets
Basic Painting
Painting Review

12. Basic Glazing
Glazing Review
13. Basic Floor Covering
Floor Covering Review
14. Landscaping Terminology Worksheets
Basic Landscaping
Landscaping Test and Review
15. BATC Training (Petro-Chemical)
Basic HazMat Safety
16. Basic Green Technology
Green Technology Review

Safety Training cannot exceed 10% of total training

Reimbursement for new hire training is capped at 260 total training hours per trainee regardless of delivery method.



SAN JOSE, CA 95125
2102 ALMADEN RD
SUITE 118
(408) 266-9160

STOCKTON, CA 95205
2350 EAST MAIN ST
(209) 466-0602

VALLEJO, CA 94590
404 NEBRASKA ST
(707) 644-8423

CHICO / REDDING
818 WALL STREET
CHICO, CA 95928
(530) 342-7872

CEMENT MASONS LOCAL 400

810 W. STADIUM
SACRAMENTO, CA 95834

October 31, 2011

To Whom It May Concern:

Cement Masons Local 400 would like to express support of the Northern California Construction Training program, in their efforts to train pre apprentices. When we have openings for new apprentices, NCCT is one of the first places we look for qualified candidates.

NCCT and our organization have a long standing and stable relationship. We whole heartedly support their training efforts, and will continue to work closely with the NCCT and their instructors to develop a greater pool of work ready apprentices. If you have any questions, please do not hesitate to contact me.

Sincerely,

Cody J. Bik

Cody J. Bik
Field Agent
Cement Masons Local 400
cbik@cm400.org



SACRAMENTO-SIERRA'S BUILDING & CONSTRUCTION TRADES COUNCIL

Representing over 25,000 union construction workers in Sacramento, Yolo, Placer, El Dorado, Amador, Nevada & Sierra Counties

October 24, 2011

To Whom It May Concern:

The Sacramento-Sierra's Building and Construction Trades Council fully supports the efforts of Northern California Construction Training (NCCT) to establish and maintain an ongoing pre-apprenticeship program in the Sacramento area. We have been working closely with them for over 15 years.

Previous programs by NCCT have assisted the Sacramento-Sierra's Building Trades in the continuing effort to bring diversity to its 23 affiliated craft unions. These affiliates represent the full spectrum of construction employment opportunities in this area. Women, minorities and immigrants have especially benefited from NCCT's pre-apprenticeship training. The program has been successful in providing many of our apprenticeship programs with quality applicants that enter our programs with an understanding of the career opportunities available and who are prepared to compete for those positions.

As you may be aware the average construction apprentice starts at approximately \$14/hour plus health benefits for the apprentice and his/her family. The apprentice gets paid to learn, and on completing the program chosen (these last from four to five years depending on the particular craft), he or she will become a journeyman with a lifelong career of assured excellent wages, benefits, and opportunities for employment. It is a little known fact that only 3 of every 100 college graduates make more money than journeyman who have graduated from a construction apprenticeship program.

Graduates of NCCT's program have become apprentices, and are currently employed as Carpenters, Hazmat Specialists, Drywall/Lathers, Millmen, Painters, Electricians, Tile Setters, Plumbers, Construction Laborers, and others.

We look forward to continued participation in NCCT's program efforts. If you have any questions you can reach me at (916) 924-0424.

Sincerely,

Matt Kelly,
Executive Secretary

MK:nc

nc:opeiu#29/afl-cio

NORTHERN CALIFORNIA TEAMSTERS APPRENTICE TRAINING AND EDUCATION TRUST FUND

NCTAT& ETF • P.O. Box 1404 • Rancho Murieta, CA 95683 • 14738 Cantova Way
Phone: (916) 354-2122 • Fax: (916) 354-2234 • www.NCTAT.ORG



October 25, 2011

To Whom It May Concern:

The Northern California Teamsters Apprenticeship Training and Education Trust Fund (NCTAT) has partnered with Northern California Construction Training (NCCT) to provide additional opportunities to disadvantaged youth seeking careers in the construction and transportation industries. In order to support this worthwhile endeavor, NCTAT will provide career counseling, training center tours, and career path direction to those students showing an interest in the construction and transportation industries.

In addition, NCTAT will continue to provide safety and health training to qualified students meeting the criteria established by the National Institute of Environmental Health Science (NIEHS) without cost to NCCT.

NCTAT staff will be available to answer any and all questions that potential graduates may have regarding construction and transportation employment. NCTAT values the continued partnership with NCCT and will provide opportunities for graduates to begin training at NCTAT provided the graduates are qualified for grant funding that may be available.

Sincerely,

A handwritten signature in black ink, appearing to read "Troy Ohlhausen".

Troy Ohlhausen
Executive Director